

Answers to Questions

2008 Dallas HR Member Survey

As of: 5/27/2008 3:54:00 PM

Page: Membership Questions

Question: How long have you been a member of Dallas HR?

Number Who Answered: 340

Less than 1 year	84	25%
1 - 2 years	45	13%
2 -5 years	91	27%
5 - 10 years	75	22%
More than 10 years	45	13%

Question: Please select the following reasons why you are a member of Dallas HR:

Number Who Answered: 340

Professional development opportunities	265	78%
Professional Networking opportunities	256	75%
To exchange ideas and best practices	192	56%
To stay informed about developing HR trends	270	79%
HR SOUTHWEST Conference discount	115	34%
Recertification credit hours	138	41%
Discounted rate for monthly luncheon meetings	75	22%
<i>Other Answers:</i>	11	3%
Other: HR Education		
Other: JobLink		
Other: local branch of SHRM so more opportunities to participate without travel		
Other: Location		
Other: Maintain contact with current Dallas HR leadership & staff		
Other: Notoriety through affiliation		
Other: past president--life member		
Other: Professionalism of the organization		
Other: Support professional development of others		
Other: various resources		

Question: Please select the following Dallas HR services that are important to you:

Number Who Answered: 339

Community/volunteer activities	48	14%
Dallas HR website	196	58%
Educational programs	234	69%
Diversity Programs	49	14%
HRCI certification classes/study groups	104	31%
Monthly meeting speakers/program topics	213	63%
Networking/support for unemployed HR professionals (e.g. JobLink)	128	38%
Strategic HR Specific Programs	147	43%
Social/networking events	105	31%
Special interest seminars and workshops (e.g. benefits, employee relations, training)	166	49%
<i>Other Answers</i>	11	3 %
Other: Compensation Survey		
Other: industry knowledge		
Other: Legal hot topics		
Other: lower cost educational programs		
Other: peg		
Other: PEGs		
Other: Recertification credit hour opportunities		

Other: recertification opportunities; job board		
Other: Special interest groups		
Other: The PEG Meetings - would like to see a Transportation Group implemented		
Question: How could Dallas HR increase the value of your membership?		
<i>Number Who Answered: 339</i>		
Better or Well-Known Speakers	140	41%
Website Enhancement	99	29%
Monthly Meetings location	103	30%
More HR Strategic Training	171	50%
More Networking Events	77	23%
<i>Other Answers;</i>	44	13 %
Other: Addtl Job Resources		
Other: Alternate sites for HR Southwest		
Other: better main speakers at SW conference. I have attended for 20 years but don't believe I will this year for that reason.		
Other: Better website for trouble-shooting HR issues		
Other: Continue with continual updates		
Other: cost of events		
Other: Develop ways to enhance networking with senior level HR staff (directors & above)		
Other: Doing a great job already		
Other: Evening events		
Other: Events held more often in southern dallas area.		
Other: Find me more time to attend functions		
Other: Free or lower cost educational programs		
Other: Give more attention to the PEGs so they can get better speakers and increase membership.		
Other: HR Professionals sharing their best practices and some Global company representatives		
Other: I'm pretty satisfied, so ???		
Other: Immediate contact with other members		
Other: interactive workshops and activities		
Other: Less entertainment-type speakers; I can't take off work to come to those kind of luncheons.		
Other: Lower costs for workshops/seminars		
Other: meetings geared to HR level		
Other: Monthly meetings-sometimes I'm disappointed in program quality - not enough "meat"		
Other: More educational events that don't cost. Every program has a fee associated with it. I already pay to be a member and should get something for that.		
Other: more free events		
Other: more friendly environment at meetings fostering better networking		
Other: more information given by email.		
Other: More North		
Other: More PEG information on website		
Other: More regulated PEG Groups		
Other: more senior level		
Other: More VP-level topics		
Other: No Charge for Monthly Meetings		
Other: No parking at the current location		
Other: None		
Other: Not sure at this point - doing a great job...		
Other: PEG HR Transportation Group		
Other: Programs targeting the HR Generalist - one person HR department		
Other: Provide more employment opportunities for members.		
Other: Quality of HRSW Keynote Speakers		
Other: Question n/a to me		
Other: Strategic Programs		
Other: Subject matter expert referrals		

Other: Too new as a member to rate		
Other: Too new to determine		

Question: How would you describe your overall satisfaction with Dallas HR? (Not Satisfied to Extremely Satisfied)

Number Who Answered: 339

1	2	3	4	5
0	10	101	178	50
0 %	3 %	30 %	53 %	15 %

Question: If you are currently considering not renewing your Dallas HR membership, please tell us why.

Number Who Answered: 338

N/A - will definitely renew my membership	288	85%
Membership Cost	12	4%
Monthly Meeting Costs	17	5%
Dues not employer paid	13	4%
Not enough networking opportunities	7	2%
Not able to attend meetings because of locations	19	6%
Irrelevant Monthly Luncheon Meeting topics	15	4%
Irrelevant Educational Session Topics	6	2%
No longer working in the HR field	1	0%
Leaving DFW area	1	0%
Time commitment required to volunteer or participate is too large	8	2%
<i>Other Answers</i>	17	5%
Other: Cast of professional development activities too high relative to seminar content and speaker qualifications		
Other: Dallas HR has honored me with Life membership		
Other: Don't feel a direct involvement		
Other: expensive educational programs		
Other: get same info and opportunity from SHRM		
Other: I have already renewed my membership and will continue as long as I stay in this field		
Other: I'll renew because employer pays dues & monthly meetings.		
Other: Just joined		
Other: Low participation in courses cause course cancellations		
Other: meetings have wide range of HR levels; would prefer to have one with just sr level HR		
Other: My travel schedule makes it difficult to attend monthly meetings		
Other: Not able to attend meetings because of other obligations		
Other: not enough opportunity to be involved		
Other: Public sector not addressed		
Other: Time of meetings		
Other: We need a North Branch Office, to include the growing areas of North Dallas (paying attention to Collin County) If there was an HR affiliate, I would join them due to location...		

Main Question: Please indicate the importance in deciding whether or not to attend a particular Dallas HR Meeting:

Question: Cost (Not Important to Extremely Important)

Number Who Answered: 338

1	2	3	4	5
48	63	111	75	41
14 %	19 %	33 %	22 %	12 %

Question: Location (Not Important to Extremely Important)

Number Who Answered: 338

1	2	3	4	5
11	24	100	124	79
3 %	7 %	30 %	37 %	23 %

Question: Reputation of speaker/firm (Not Important to Extremely Important)

Number Who Answered: 339

1	2	3	4	5	
11	19	84	147	78	
3 %	6 %	25 %	43 %	23 %	

Question: Time of day (Not Important to Extremely Important)

Number Who Answered: 338

1	2	3	4	5	
23	24	102	124	65	
7 %	7 %	30 %	37 %	19 %	

Question: Topic (Not Important to Extremely Important)

Number Who Answered: 339

1	2	3	4	5	
6	7	29	117	180	
2 %	2 %	9 %	35 %	53 %	

Page: Meetings & Events

Main Question: How valuable were the following Dallas HR events that you attended in the past year?

Question: Professional Development Opportunities (e.g. Seminars and Workshops) (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
110	3	19	69	91	35
34 %	1 %	6 %	21 %	28 %	11 %

Question: Job Link/E-Link Meetings (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
235	8	22	15	23	24
72 %	2 %	7 %	5 %	7 %	7 %

Question: Monthly Luncheon Meetings (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
78	10	43	98	79	19
24 %	3 %	13 %	30 %	24 %	6 %

Question: Networking Opportunities (e.g. Happy Hours) (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
204	19	29	36	29	10
62 %	6 %	9 %	11 %	9 %	3 %

Question: Professional Emphasis Groups (PEGS) (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
209	16	20	32	30	20
64 %	5 %	6 %	10 %	9 %	6 %

Question: PHR/SPHR Certification Study Group (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
278	9	11	9	12	8
85 %	3 %	3 %	3 %	4 %	2 %

Question: PHR/SPHR Certification Reception (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
274	11	17	7	9	9
84 %	3 %	5 %	2 %	3 %	3 %

Question: HR SOUTHWEST, Human Resources Conference and Exposition (N/A to Extremely Valuable)

Number Who Answered: 327

1	2	3	4	5	6
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126	8	17	30	61	85
39 %	2 %	5 %	9 %	19 %	26 %
Question: Please indicate which monthly meeting topics are most important to you:					
<i>Number Who Answered: 327</i>					
ADA				47	14%
Alternative Dispute Resolution				43	13%
COBRA				31	9%
Communication				104	32%
Compensation				97	30%
Discrimination				63	19%
Diversity				67	20%
EEO Update				110	34%
Employee Handbook/HR Policies				130	40%
FMLA				107	33%
HIPAA				46	14%
HR Law				221	68%
International HR				48	15%
Interviewing				66	20%
Investigations				114	35%
Leadership/Motivation				175	54%
Non-Traditional Benefits (e.g. work-life balance, flex-time)				108	33%
Performance Appraisal				102	31%
Pre-employment Testing				58	18%
Recruiting/Staffing/Hiring/Interviewing				123	38%
Retention				131	40%
Sarbanes-Oxley				45	14%
Sexual Harassment				66	20%
Stress				76	23%
Traditional Benefits				43	13%
Wage & Hour Issues				101	31%
Workers Compensation				47	14%
Workforce Planning / Workforce Readiness				108	33%
<i>Other Answers:</i>				37	11%
Other: Any topic arrea dealing with the functional areas of human resources					
Other: As a retiree all are of interest					
Other: Benefits Law Updates					
Other: best practices from other companies					
Other: Change Management					
Other: Elected Office Holder Presentation					
Other: Employee Development					
Other: Employee Engagement					
Other: Employee Rewards & Recognition					
Other: have not been a member long & haven't attended					
Other: Haven't been able to attend one due to schedule mostly					
Other: Health and Safety					
Other: HR Strategy and HR Analytics					
Other: immigration					
Other: Immigration / ICE / Legislation					
Other: International Trends, Policy Development, Relocation Benefits					
Other: Knowledge Management					
Other: lower cost educational programs					
Other: Need more strategic sessions for senior HR leaders					
Other: Organizational Development					
Other: Outplacement/Leadership Development					

Other: partnership, strategic planning, ROI/metrics		
Other: Strategic approaches to HR, extreme customer service		
Other: Strategic HR		
Other: strategic leadership		
Other: Strategic planning		
Other: Talent Management		
Other: Training/Development		
Other: Violence prevention, wellness		
Other: wellness		
Other: Wellness initiatives		
Other: Wellness Programs		
Other: Wellness Solutions		

Question: Are there any specific topics or speakers we are not offering at the monthly meetings that you would like to see offered?

Number Who Answered: 61

Possibly Relocation		
More topics related to staffing		
not at this time		
Wellness & health care cost containment information		
Doing a good job		
FMLA update		
No--In fact I think its too much and we need to get back to basics of monthly meetings (strong support) or we lose our crowd.		
drum cafe		
Terry Boone, Audrey Mross		
Book authors		
Design and Delivery of Effective Training		
Making time to dvelope existing staff		
NO		
Something humorous or presented in a humorous way. Topics with "take home" practical application.		
no		
YES, but this is not the place to discuss such		
best practices of HR from different DFW companies		
Violence prevention, wellness		
more items geared to VP, SVP level HR		
None		
Conflict Resolution		
Succession Planning		
HR Legal updates are always good to have periodically		
best practices that are practical for the under 1,000 size companies		
More topics geared toward Directors and above - current topics focus on HR Generalists		
labor relations		
Timely BusinessTopics		
Riz Chand, EFH (TXU)		
n/a		
I would like to see more discussions for small companies, less than 100 lives		
GOOD Wellness Solutions		
Specific Laws pertinent to Canada and California		
Elected Offical Presentation		
none		
Just joined		
Knowledge Management		
No		
Specific TEXAS legal updates both court decisions and laws passed		
Communication of Compensation to Employees		

new trends in training, training baby boomers vs. Gen X				
Not at this time				
corporate governance models				
more on investigations and law				
Texas employment law in addition to federal employment laws--need more of them				
Influence without authority (i.e. executives)				
International HR, immigration				
Legislative Topics HR Related State/National				
Gen Y management & leadership				
Too new to determine				
no				
Legal issues; less "soft" topics where you don't walk away with new knowledge. Who has the time to take off for that!				
HR Branding and Internal Marketing				
You are doing a great job!				
Judith Ross (has several Harvard Biz Articles)				
Change Management				
Mergers and Acquisitions and it's Impact to the HR Dept./ HR Best practices - Representatives from				
some of the top employers in DFW				
no				
Employee Engagement				
Time sensitive topics, such as, workplace policy trends during elections - how to handle political discussions in workplace				
workplace re candidates; issues, such as immigration				
Compensation related topics				
HR technology				

Question: Please indicate if you would be interested in the following types of programs:

Number Who Answered: 327

HR Book Review Club/Book Exchange	124	38%
Social Events at Sporting Venues	84	26%
Golf Tournament for a Charitable Cause	46	14%
None	131	40%
<i>Other Answers:</i>	20	6%
Other: An ongoing initiative that brings name recognition to Dallas HR, such as, Adopt a Highway; Support our Troops;		
Other: bowling		
Other: community involvement		
Other: discussion groups on HR topics		
Other: Don't know at this time		
Other: fireside chats, smaller luncheons with specific topics, interactive networking vs bar scene, mentoring program		
Other: Joint Meetings with Chamber of Commerce or other Business Groups		
Other: lower cost educational programs		
Other: Management PEG		
Other: More in depth training from Michael Mirarchi about Legal Issues, maybe an open type Q&A or provide specific examples of situations to discuss (I attended Fund of ER)		
Other: More low-cost educational programs		
Other: N/A		
Other: Networking events that have engaging activities that make you meet people....scavenger hunt or something like that/		
Other: Non-work hr. continuing ed		
Other: Other event for Charity		
Other: Strategic Programs		
Other: Volunteer opportunities (i.e. - Habitat for Humanities)		
Other: working with youth		

Question: What time of day would you prefer to attend a Dallas HR meeting?

Number Who Answered: 327

Lunch with program	246	75%
Breakfast with program	136	42%
Early evening mixer with program	77	24%
Other Answers	9	3%
Other: dinner		
Other: late afternoon starting at 2:00 or 3:00pm		
Other: Lunch - but not on Tuesday		
Other: Many HR people work late and don't have time to go to after work activities.		
Other: mid morning or early afternoon		
Other: Morning Pre-sessions		
Other: na		
Other: open		
Other: Qtrly Wk-end meeting???		

Question: What areas of Dallas do you prefer meetings to be located:

Number Who Answered: 327

Dallas Mid-North (Dallas Tollway/Addison)	199	61%
Dallas North (Plano/Richardson)	150	46%
Dallas West (I35 Corridor/Las Colinas)	97	30%
Dallas Uptown (Just North of downtown)	94	29%
Dallas NW	19	6%
Dallas NE	15	5%
Downtown Dallas	50	15%
Dallas East (Greenville East)	22	7%
Other Answers:	18	6%
Other: all are fine		
Other: Arts District		
Other: Carrollton		
Other: Central Dallas 635/75		
Other: Dallas Far North (Plano/Frisco)		
Other: dfw airport area		
Other: DFW area		
Other: Do not reside in Dallas - does not matter		
Other: Frisco		
Other: Las Colinas would be great.		
Other: My desire should not be a consideration		
Other: North of metroplex		
Other: NorthPark-Park Cities vicinity		
Other: Omni @ Luna is great		
Other: Plano-Frisco		
Other: South Dallas		
Other: South of downtown		

Page: Member Services

Main Question: If you have utilized the following member benefits in the past year, please rate your satisfaction:

Question: Dallas HR Website (N/A to Extremely Satisfied)

Number Who Answered: 324

1	2	3	4	5	6
30	9	39	94	122	30
9 %	3 %	12 %	29 %	38 %	9 %

Question: Job Link/E-Link (N/A to Extremely Satisfied)

Number Who Answered: 324

1	2	3	4	5	6
223	7	12	28	31	23

69 %	2 %	4 %	9 %	10 %	7%
Question: Local Area Salary Survey (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
250	4	17	28	22	3
77 %	1 %	5 %	9 %	7 %	1 %
Question: Online Job Postings/Resume Review (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
157	10	15	51	72	19
48 %	3 %	5 %	16 %	22 %	6 %
Question: Online Member Directory (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
187	4	25	40	53	15
58 %	1 %	8 %	12 %	16 %	5 %
Question: Online SHRM News Feed (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
181	4	18	47	58	16
56 %	1 %	6 %	15 %	18 %	5 %
Question: Professional Emphasis Groups (PEG's) (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
223	10	22	21	41	7
69 %	3 %	7 %	6 %	13 %	2 %
Question: Bi-Monthly Horizon E-Newsletter (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
98	7	45	86	70	18
30 %	2 %	14 %	27 %	22 %	6 %
Question: Online Horizon Newsletter Archives (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
214	6	21	40	33	10
66 %	2 %	6 %	12 %	10 %	3 %
Question: Professional Development (e.g. Educational Sessions) (N/A to Extremely Satisfied)					
<i>Number Who Answered: 324</i>					
1	2	3	4	5	6
119	4	17	64	82	38
37 %	1 %	5 %	20 %	25 %	12 %
Page: Volunteer Participation					
Question: Please indicate where you have volunteered in DHRMA, Inc.:					
<i>Number Who Answered: 324</i>					
Dallas HR Board Member				24	7%
Dallas HR Committee Member				41	13%
HR Southwest Board Member				19	6%
HR Southwest Committee Member				50	15%
Ambassador Program				15	5%
Community Relations activities/events/donations				18	6%
Silent Auction/SHRM Foundation				13	4%
Short term projects				13	4%
None of the above				212	65%
<i>Other Answers:</i>				25	8%

Other: Comp PEG co-chair		
Other: Compensation PEG		
Other: Diversity		
Other: have not yet		
Other: HR Southwest Speaker and PEG Leader		
Other: HR SW COmmittee member for 2008		
Other: HRSW volunteer for a day		
Other: I have attempted to volunteer but have never made it work with existing work schedule		
Other: I moved here 3 years ago. I was active in my former city's HRMA, and have attended DHRMA's workshops. I also read things online. I have not volunteered to be on DHRMA's board.		
Other: I would like to in the future		
Other: instructor		
Other: job link		
Other: Just joined		
Other: Member Relations		
Other: None		
Other: PEG		
Other: PEG Co-Chair, PEG Fair co-coordinator (is that a word?)		
Other: PHR/SPHR instructor		
Other: PHR/SPHR review leader		
Other: Served as an advisor to the Board in the '90s		
Other: Texas Stat Council SHRM		
Other: Tried to sign up and have attended one meeting. No other contact made.		
Other: Volunteering for the first time in 2008		

Question: If you are not involved in any of the above groups, what is your primary reason for not participating?

Number Who Answered: 298

Lack of time	151	51%
Not sure how to get involved	32	11%
Did not know about them	13	4%
Volunteered but was not contacted	8	3%
Not interested	15	5%
N/A - Current or past volunteer	57	19%
<i>Other Answers:</i>	22	7%
Other: Just joined		
Other: Just joined last month		
Other: Just joined the community relations group a few weeks ago		
Other: Just joined, finding my way around		
Other: Just joined, plan to soon		
Other: just started with DHRMA		
Other: Limited Transportation		
Other: need more short term volunteer opportunities		
Other: new member		
Other: New member - 5/2008		
Other: no response to inquiry		
Other: OT, commute time		
Other: time & location of meetings		
Other: Travel		
Other: Was not asked		

Page: Demographic Information (this information will be kept confidential)

Question: How many years of HR experience do you have?

Number Who Answered: 324

Less than 1 year	8	2%
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1 - 2 years	6	2%
2 - 5 years	24	7%
5 - 10 years	63	19%
10 - 20 years	133	41%
More than 20 years	81	25%
Not currently in HR Practice	8	2%
<i>Other Answers:</i>	1	0%
Other: HR Services company - 5 Years		

Question: Which of the following best describes your current position?

Number Who Answered: 324

Vice President	37	11%
Director of Human Resources	64	20%
Human Resources Manager/Supervisor	74	23%
Human Resources Specialist	22	7%
Human Resources Generalist	42	13%
Human Resources Administrator	11	3%
HR Consultant	21	6%
Provider of HR Products/Services	8	2%
Legal Counsel	2	1%
<i>Other Answers:</i>	43	13%
Other: 1-person HR dept.		
Other: Benefits Manager		
Other: Benefits Specialist/HR Coord		
Other: Business Manager		
Other: Business Relations		
Other: CEO-Small Company		
Other: Chief Operating Officer		
Other: Compensation / HRIS Analyst		
Other: Director Corporate Benefits		
Other: Director, OE and Learning		
Other: ecent Graduate		
Other: Educator		
Other: eLearning Manager		
Other: HR Analyst		
Other: HR business partner		
Other: HR Mgr in Dallas; former Director HR		
Other: HR/Office Manager		
Other: Job Market Consultant - Lee Hecht Harrison		
Other: Leadership and Wellness consultant		
Other: Manager		
Other: Mgr. of Insurance & Benefits/Risk Manager		
Other: National Sales Director		
Other: Office Manager		
Other: Principal of HR Consulting Firm		
Other: project director		
Other: Recruiter		
Other: Recruiter/Student		
Other: Retired		
Other: Sales		
Other: Secretary/Controller with HR responsibilities		
Other: some HR responsibilities, supervise HR		
Other: Sr. HR Generalist		
Other: Unemployed		

Question: What is your primary job responsibility?		
<i>Number Who Answered: 324</i>		
Benefits	26	8%
Compensation	5	2%
Compliance	0	0%
Consulting	13	4%
Corporate Strategy	13	4%
Diversity	2	1%
Employee Relations	23	7%
Employment/Staffing	35	11%
Human Resources Generalist	142	44%
HRIS Operations/Payroll	2	1%
Labor Relations	3	1%
Legal Counsel	2	1%
Organizational Development/Training	14	4%
Sales and Marketing	9	3%
Teaching	2	1%
<i>Other Answers:</i>	33	10%
Other: all		
Other: all functional areas		
Other: All of the above		
Other: All of the above except labor relations, consulting, payroll, and sales & marketing		
Other: All of the above, except sales & marketing		
Other: All the Above		
Other: Assist with Relocation Policy/Benefits		
Other: Benefits related to Global Relocation		
Other: combination of all		
Other: Employment/Teaching/SHRMstaff		
Other: Generalist		
Other: Global HR		
Other: HR Bus. Prtnr		
Other: HR Generalist/Office Manager		
Other: International HR		
Other: Leadership and Wellness		
Other: Manage entire HR function for a 3,500 employee organization		
Other: Overall Operations incl HR, Finance, IT & Pgm Ops		
Other: oversee HR		
Other: Performance Measures/Benchmarking		
Other: Recruitment		
Other: Retention		
Other: Risk Management		
Other: Sr. HR Generalist		
Other: Strategic Partner & Generalist		
Other: training and organizational development		
Question: What professional certifications do you have?		
<i>Number Who Answered: 324</i>		
PHR	81	25%
SPHR	97	30%
GPHR	2	1%
CCP	9	3%
CEBS	3	1%
CBP	2	1%

GRP	1	0%
None	126	39%
Other Answers:	27	8%
Other: Certified Knowledge Manager		
Other: CLM		
Other: CMP		
Other: CPA		
Other: CRM		
Other: CRP		
Other: CRP (Certified Relocation professional)		
Other: GBA		
Other: Group 1 Insurance License		
Other: I passed the PHR		
Other: IPMA-CP		
Other: JD		
Other: Master Certified Coach (MCC)		
Other: Masters degree		
Other: MBA		
Other: National Certified Counselor (NCC)		
Other: Ph.D.		
Other: PhD		
Other: PhD, JD		
Other: PHR Expired		
Other: SJS Certificate		
Other: taking PHR exam in June!		
Question: Do you plan to become HRCI (PHR, SPHR, GPHR) certified in the next 12 months?		
<i>Number Who Answered: 324</i>		
Yes	74	23%
No	87	27%
Already Certified	163	50%
Question: What critical business issues are you facing at your organization?		
<i>Number Who Answered: 324</i>		
Adequate Staffing / Recruitment	139	43%
Benefit Costs	95	29%
Budget Cuts / Expense Control	76	23%
Compensation Issues	72	22%
Culture Change / Diversity	63	19%
Economic / Industry Uncertainty	48	15%
HIPAA Compliance	10	3%
HR Becoming Strategic, Business Partner	75	23%
Leadership Development	129	40%
Low Morale / Low Employee Motivation	66	20%
Organizational Changes (e.g. expansion, realignment, reorganization)	119	37%
Pension Legislation	5	2%
Performance Management	78	24%
Reduction in Force / Downsizing	33	10%
Retention / Turnover	92	28%
Sarbanes – Oxley Compliance	11	3%
Workforce Planning / Workforce Readiness	48	15%
Other Answers:	14	4%
Other: compliance issues with our HRIS software; i.e. FMLA changes, EEO mandates, etc.		
Other: Currently in job search mode		
Other: Currently unemployed		

Other: Energy Crisis		
Other: executive ethics		
Other: Fast Growth		
Other: growth		
Other: N/A		
Other: N/A now retired		
Other: nationwide comp not just TX		
Other: Union Organizing Potential		
Other: Workers Compensation claims		

Question: What is your ethnicity? (optional)

Number Who Answered: 305

African American	25	8%
Asian American	3	1%
Caucasian	252	83%
Hispanic/Latino	16	5%
Multi-ethnic	3	1%
Native American	1	0%
<i>Other Answers:</i>	5	2%
Other: black		
Other: Euro-American		

Question: Between what years were you born? (optional)

Number Who Answered: 307

1909 - 1945	11	4%
1946 - 1964	171	56%
1965 - 1979	111	36%
1980 - present	14	5%

Question: What industry do you work in?

Number Who Answered: 324

Advertising/Marketing	5	2%
Arts/Entertainment	1	0%
Biotech/Pharmaceutical	1	0%
Construction/Engineering	8	2%
Consulting	27	8%
Education	8	2%
Energy	4	1%
Financial Services	32	10%
Government	9	3%
Health/Healthcare	21	6%
Insurance	8	2%
Legal	5	2%
Manufacturing	33	10%
Not-for-Profit	17	5%
Oil/Gas	4	1%
Publishing/Printing	3	1%
Real Estate	12	4%
Restaurant/Food Services	7	2%
Staffing	11	3%
Technology	12	4%
Travel/Hospitality	17	5%
Utilities	1	0%
Wholesale/Retail/Distribution	20	6%

<i>Other Answers:</i>	58	18%
Other: Aerospace		
Other: Aerospace/Defense		
Other: Animal Health/Veterinary Pharmaceutical		
Other: Architecture		
Other: Aviation		
Other: Background & drug testing		
Other: Call Center Services		
Other: Call Centers		
Other: Chemical		
Other: Commodities		
Other: Communications / Public Relations		
Other: construction		
Other: consultant - all industries		
Other: Curently Unemployed		
Other: currently unemployed		
Other: Customer Service		
Other: Customer Service Provider		
Other: Direct Marketing		
Other: Environmental/ Waste Mgmt		
Other: Global Relocation Solutions		
Other: Had three HR involved career fields		
Other: Hospitality		
Other: HR Outsourcing		
Other: HR Services		
Other: Industrial Services		
Other: Investment Fund Sponsor		
Other: Logistics		
Other: Market Research		
Other: Media		
Other: moving company		
Other: multiindustry		
Other: Oil/Gas & Service& Equipment		
Other: Outsourcing		
Other: PEO		
Other: Placement		
Other: Printing		
Other: Professional Services		
Other: Professional Services (accounting/tax/consulting)		
Other: Retail services		
Other: Security		
Other: Security (Alarm Monitoring)		
Other: services		
Other: Software, IT Consulting		
Other: Telecom		
Other: Transportation		
Other: trucking		
Other: Unemployed		
Other: Unemployed at this time		
Question: Which of the following does your employer offer to pay for?		
<i>Number Who Answered: 324</i>		
Dallas HR annual membership dues	253	78%
Dallas HR luncheon/dinner meetings	220	68%

HR Certification preparation classes	94	29%
HR Certifications exam	113	35%
HR SOUTHWEST, Human Resources Conference & Exposition	194	60%
Professional development seminars	162	50%
SHRM annual membership dues	206	64%
SHRM luncheon/dinner meetings	73	23%
SHRM Annual Conference	83	26%
Tuition for academic credit	108	33%
None of the above	41	13%
Other Answers:	10	3%
Other: \$500 total, however I choose to use it...I use it for HR Southwest		
Other: \$600 Annual and \$35 Monthly		
Other: continuing ed for PHR certification		
Other: Depends on how it relates to what I'm currently doing. If convincing, they'll pay for any of these.		
Other: Have annual budget and can attend events that are pertinent to growth/ development needs		
Other: I'm a temp		
Other: My employer allows me to chose how to apply a \$400 per year education budget for my personal development. I usually apply it to the conference and workshops		
Other: N/A		
Other: N/A now retired		

Page: Professional Emphasis Groups

Question: If you do not participate in a Professional Emphasis Group (PEG), what is the reason?

Number Who Answered: 223

Non-existent in my industry/discipline	18	8%
Not enough time to participate	85	38%
Not a valuable use of my time	15	7%
Didn't know they existed	52	23%
N/A	27	12%
Other Answers:	26	12%
Other: Asked to be contacted and never contacted		
Other: Business Travel and Family		
Other: Can't get away during working hours		
Other: Contacted for info, but never received any.		
Other: Have not had the chance		
Other: have participated in years past but do not see anything applicable at this time		
Other: Haven't been notified of upcoming events in my PEG		
Other: I am in hospitality, but hire for corporate positions		
Other: I should have		
Other: I want to, I just haven't made it yet! It takes too much clicking to find the information on the website.		
Other: Lack of awareness of them and their meeting times		
Other: lazy		
Other: Location		
Other: Meeting are always at lunchtime and I am unable to get to their location and back within a reasonable amount of time.		
Other: need information on them		
Other: New Member		
Other: no response from inquiry		
Other: Not sure as to what it is		
Other: other associates participate from our group		
Other: Out of town every time they meet		
Other: PEG meeting locations		
Other: Plan to start		
Other: Retired		
Other: Work in Ft Worth, so difficult to meet		

Other: Would like more information on what is discussed/accomplished at the meetings. Will attend if see value.			
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Page: PEG Industry/Discipline

Question: What industry/discipline would you be interested in having a PEG formed for?

<i>Number Who Answered: 95</i>			
Relocation			
Healthcare			
Recruiting			
Manufacturing			
Not for profit			
Real Estate			
Manufacturing			
HR Consultant			
Generalists			
Call Center - Bilingual issues - Call Center Retention			
International/Global HR!			
technology			
Training and organizational development			
Organizational Development, Succession Planning, Metrics			
unknown			
unk			
employment law, FMLA, training			
Staffing for Telecom and IT			
Telecommunications / High Tech			
Oil and Gas			
Customer Service			
Insurance			
?			
not interested in participating			
International Real Estate or Trade Skills			
Leadership and Wellness			
LEadership & Organizational Development			
N/A question for me			
I really do not understand the concept or focus of PEG so cannot answer this question.			
N/A			
Public Sector			
Manufacturing (if possible) Or -- meetings with HR directors & above. I always seem to wind up with a table of admin assistants & consultants. They are great people, but I don't feel like I am able to learn as much as I could on topics that interest me.			
N/A			
Animal Welfare - NonProfit			
Resolving Workplace conflict and dealing with adverse conditions			
HR in the IT industry Employee Retention			
Organizational Effectiveness / Learning			
Global HR			
Build Materials			
I thought there was one for Benefits			
Restaurant (casual dining)			
manufacturing			
Real Estate			
Employee Relations; Organization Development			
n/a			
Recruiting			
Leadership Development			
N/A			

Transportation Industry				
None				
Benefits				
na				
Employee Engagement, Technology				
None				
?				
Can't answer since I don't know which ones are offered.				
training				
Financial Services				
OPEN				
Oil and gas				
Restaurants				
employee relations				
International HR				
technology				
Hospitality				
International HR				
Transportation				
Employment Law				
Retail Management/HR				
Service Entity - Architecture/Engineering				
Employee Relations				
Talent Management				
Engineering and Construction				
HR Consulting and Alternative Dispute Resolutions				
Talent Acquisition				
Generalist best practices				
HR Consulting				
Organizational Development				
Flying Solo - 1-person HR department				
Non-profit - I am actively working to get one underway				
Recruitment				
I worked in at a church, so non-profit oriented				
Organizational Development				
Government employer Strategic workforce planning				
Recruiting/Staffing				
Generalist/Employee Relations				
Animal Health or Pharmaceutical				
Job Leads				
Sales Compensation				
Recruiting, Training				
Retail				
People in the advertising industry... local agency HR group would be great!				
Employee Relations				
higher education				
Not sure what they are in now.				

Page: Dallas HR Website

Question: How would you rate Dallas HR's website (www.dallashr.org)?

Number Who Answered: 324

Poor	2	1%
Fair	56	17%
Good	191	59%

Excellent	59	18%
Have not used the website.	16	5%
Question: What additional features or tools would be useful to you on the Dallas HR website?		
<i>Number Who Answered: 324</i>		
Current court cases and outcomes in labor law	191	59%
Employee Development	143	44%
Online discussion board/forum	132	41%
Online Opportunities for CEU credits	135	42%
Sample forms and documents	190	59%
<i>Other Answers:</i>	21	6%
Other: ability to post free job opportunities		
Other: Best Practices on Retention		
Other: Better infor for prospective members		
Other: better job/resume search feature		
Other: Better way to post updated resumes without doing too much data entry		
Other: Check out the California Chamber of Commerce website--www.calchamber.com for suggestions. They have all kinds of helpful informaiton, forms, publications, best practices,etc. for HR practitioners.		
Other: company best practices spotlight		
Other: Court Cases for our district		
Other: display page that prints better		
Other: don't know		
Other: have not accessed		
Other: links to information		
Other: local wage information		
Other: more information on PHR testing at the University		
Other: na		
Other: PEG information, including meeting dates		
Other: People pictures activities		
Other: See above answer		